

Educator Retention and Recruitment Taskforce

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Leading Change
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Overview

- Assumptions
 - Data
 - Teacher shortage, educator experience, professional support, salaries, funding
 - Research
 - Recommendations
 - Policymakers, Educators, ADE
 - Retention and recruitment
 - Working Groups
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Taskforce Members

- Cecilia Johnson-ADE
 - Dianne Smith-GPEMC
 - Lisa Aaroe-ADE
 - Hilary Pierce-ASU
 - Paul Stanton – Humboldt USD
 - Kristi Bushnell – Deer Valley USD
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Taskforce Members

- Tanya Whiteford – Laveen Elementary/GCU
 - Mike Winters – Madison Elementary/GCU
 - Bev Hurley – Grand Canyon University
 - Traci Williams – Tempe Elementary
 - Dennis Runyan – Agua Fria Union
 - Jeff Sprout – Laveen Elementary
 - Kathy Wiebke – Arizona K-12 Center
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Assumptions

- Arizona's economy cannot flourish without an educated workforce.
 - Without an effective teacher in every Arizona classroom, it is unlikely that all other education reform efforts will succeed.
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Data – Teacher Shortage

- Teachers report leaving for other careers with higher compensation
- 62% of reporting districts noted openings
- Over 700 openings in October, 2014
- 42% of reporting districts have mid-year openings
- 24% of current education workforce is eligible to retire within the next 4 years

- Survey data from ASA, ADE, ASRS

Data – Educator Experience

- 7% decrease in preparation program enrollment
 - Higher percentage of beginning teachers result from higher teacher turnover
 - 46% of new teachers leave within 4 years nationally
 - 24% of first year and 20% of second year teachers left the profession in Arizona
 - Quality of preparation programs impact beginning teacher retention
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Data – Professional Support

- All educators need ongoing professional support, critical to early career teachers
 - Retention impacted by level of support, especially in schools faced with high poverty, mobility, special populations, wide diversity, staff turnover and low morale
 - Budget cuts have adversely affected support
 - Structured induction/mentoring is critical
 - Support relates to mentoring, ongoing, job-embedded professional development and adequate materials
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Data - Salaries

- Average Arizona teacher salary ranks 42nd nationally (\$47,600)
 - In the last 10 years, minimum wage has increased 53%, teacher salaries have increased by 20%
 - Teaching salaries are not competitive with other professions requiring a college degree, especially STEM
 - 54% of districts report that salaries are a major obstacle in out-of-state recruiting
 - 49% report low and/or frozen salaries as a top reason for teachers leaving
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Data – State Funding

- Per pupil expenditures are below national average
 - Significant cuts in recent years
 - Administrative costs below national average
 - Underfunding our investment in education means inadequate funding for instructional materials, technology, professional support and compensation
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Research

- Factors negatively impacting retention include: low pay, lack of professional support, low community support and respect, inadequate teaching materials and school climate
 - Teachers (especially new teachers) need mentoring/structured induction, positive reinforcement, career pathways, autonomy and purpose, time
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Recommendations – Policymakers

- Address funding to improve compensation
 - Elevate appreciation for the critical role of educators in ensuring student success
 - Acknowledge need to improve teacher retention and recruitment
 - Review and act on recommendations for streamlined certification
 - Support and fund evidence-based induction programs
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Retention

Recommendations - Educators

- Build positive work environment
 - Invest in structured induction programs
 - Implement a strategic, evidence-based professional development plan
 - Utilize local, regional, state PD resources
 - Leverage federal & 301 funds to recognize effective performance/results
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Retention Recommendations - Educators

- Share successes to build community support
 - Regularly survey teachers on needed support and involve them in developing & sharing expertise
 - Conduct exit interviews and utilize results in continuous improvement planning
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Retention Recommendations - ADE

- Collect and disseminate annual data related to teacher retention
 - Provide technical assistance, professional development resources and targeted support
 - Publish state and national best practices
 - Collaborate with statewide organizations to publicize outstanding educators to help elevate respect for the profession
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Recruitment Recommendations - Educators

- Work with preparation programs to build pipeline, including Future Educators/CTE
 - Include education in site-based career fairs
 - Utilize effective recruitment material/websites
 - Define competitive advantages
 - Utilize regional recruitment consortiums
 - Partner with community organizations
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Recruitment Recommendations - ADE

- Implement an online certification system
 - Review and streamline certification requirements
 - Develop and share a best practices repository
 - Track teacher preparation pipeline
 - Facilitate dialogue between K-12 and preparation programs to enhance quality preparation
 - Research what other states are doing
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Working Groups

- Economics
 - Professional Learning
 - Stories
 - Salaries, Experience & Quality
 - What Works
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Economics

Chair — Dr. Paul Stanton, Humboldt Unified

Sample topics:

- A salary comparison to examine the gaps among education and other competing professions
 - County by county analysis of economic impact of K-12 education
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Professional Learning

Chair – Kristie Martorelli, Dysart Unified

Sample topics:

- What support is provided to beginning and experienced teachers?
 - Career planning for teachers/teacher leadership
 - National Board Certification as a retention strategy
 - How is higher education addressing the issue of teacher retention?
 - How can we support principals in improving teacher retention?
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Stories

Co-Chairs – Dr. Kathy Wiebke, Arizona K-12 Center,
& Tanya Whiteford, Laveen Elementary

Sample topics:

- Why teachers are leaving
 - Why teachers are staying
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Salaries, Experience & Quality

Chair – Michael Winters, Madison Elementary

Sample topics:

- Comparisons of salary schedules across Arizona and competing states
 - Cost of teacher turnover – recruitment & professional development
 - Impact of a declining teacher experience index
 - Impact of new teacher evaluation systems
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What Works

Chair – Jeff Sprout, Laveen Elementary

Sample topics:

- Highlight what's working in recruitment and retention to replicate effective strategies.
 - Long-term and short-term strategies
 - Provide a description of the Future Educators program within CTE
 - What are other states doing to attract & retain teachers?
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New Partners

- WestEd
 - Research, access to experts & best practices
 - Tucson Values Teachers
 - Signature program of the Southern Arizona Leadership Council
 - Statewide teacher survey
 - Replicating TVT in other communities
 - Expect More Arizona
 - Public Engagement Taskforce members
 - Rodel Foundation
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Progress

- Certification refinements
 - Long-term substitutes, 6-12 certification, kindergarten
 - Fingerprint clearance reciprocity
 - Arizona requirements vs. other states
 - Public awareness
 - Media campaign
 - Partner organizations
 - Seeking to expand
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Future Reports

- June, 2015
 - October, 2015
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Questions?
